Restructure of Business Career Field

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Outline

- What's New?
  - Restructure of BCEFM Career Field
  - New Certification Requirements
  - Competency Review
- Advice for Components
- Advice for Incumbent Business Field Careerists

Why Restructure?

- Cost Sub-IPT:
  - Included cost representatives from Air Force, Navy, Army, OSD, and DAU—collaborative effort
  - Collaboratively reviewed and revised competency list (KSAs)
  - Compared revised KSA list with DAU Courses

- Key Finding: 42% of KSAs not addressed in current BCEFM curriculum
  - Proposed solutions and alternatives to improve current program
  - Explored feasible options

Restructure of BCEFM Career Field

- Approved by USD(AT&L) on December 22, 2008
- Effective October 1, 2009
  - For Position Coding and Career Path Certification
- Restructured "Business Career Field" has two distinct paths
  - Business – Financial Management (BUS-FM)
  - Business – Cost Estimating (BUS-CE)
- Implementation Guidance Issued April 1, 2009
  - Includes New Position Category Descriptions and New Certification Standards

New Certification Requirements

- New Certification Requirements
  - Separate Career Paths—Separate Standards
  - Increased Training and Experience Required
- Transition to New Designations
  - By September 30, 2009, all previous BCEFM positions must be recoded in the Defense Civilian Personnel Data System (DCPDS) as either BUS-FM or BUS-CE.
  - **For positions designated BUS-FM:**
    - Incumbents that have met the previous certification requirements for their position will not have to comply with the new standards
    - Incumbents that have NOT yet met the previous certification requirements for their position will have 30 vice 24 months from their start date to comply with the new standards
  - **For positions designated BUS-CE:**
    - "Grandfathering" or automatic transfer of a BCEFM certification to a BUS-CE certification is not authorized
    - Incumbents will have 30 vice 24 months from their start date to comply with the new standards.

Defense Acquisition Workforce members encumbering reclassified positions only have to meet the certification requirements of the position to which they are assigned—they do not have to meet the lower level requirements.

BCEFM Competency Status

- **Phase II Summary**
  - **Major Findings/Revisions:**
    - **Revised terminology to more accurately reflect the work function**
    - **Revised Executive Summary**
- **Phase III**
  - **Workforce Assessment Online Tool (COMPASS) Requirements**
    - **Review of demographic Items**
    - **Review of website itself**
    - **Elements Analysis & Review (involves input from experts)**
    - **Launch pre-assessment and assessment workforce communications**
- **Phase IV**
  - **Launch, Collect Data from, and Close Workforce Assessment**
  - **Review Workforce Assessment Report**
  - **Complete Validated Model**

Competency Schedule

- **Meeting 1: 04/22/09***
  - **Finalize demographic items and other COMPASS website elements**
  - **Elements Analysis & Review (involves input from experts)**
  - **Identify workforce; including staff and supervisors**

- **Meeting 2: 04/28/09***
  - **Finalize Communications for the workforce pre-assessment and assessment launches**

- **Meeting 3: 05/11/09***
  - **Finalize any remaining issues before workforce assessment launch on 6/1/09**

- **Other major milestone dates for BCEFM:**
  - **Launch workforce assessment: 06/01/09***
  - **Close workforce assessment: 07/31/09***
  - **Draft report to DAU: 09/21/09***

Advice for Components

- Disseminate the Implementing Guidance (dated April 1, 2009).
- Review positions and determine which positions should be designated BUS-CE.
- Advise affected DoD Defense Acquisition Workforce members at the earliest opportunity so that they have ample time to address the new certification standards.
- Coordinate with appropriate Human Resources Departments to mass code positions by October 1, 2009.

Advice for Incumbent Business Careerists

- Be proactive—consult with your supervisor (and other higher level officials, as appropriate) to determine which career field your job will coded.

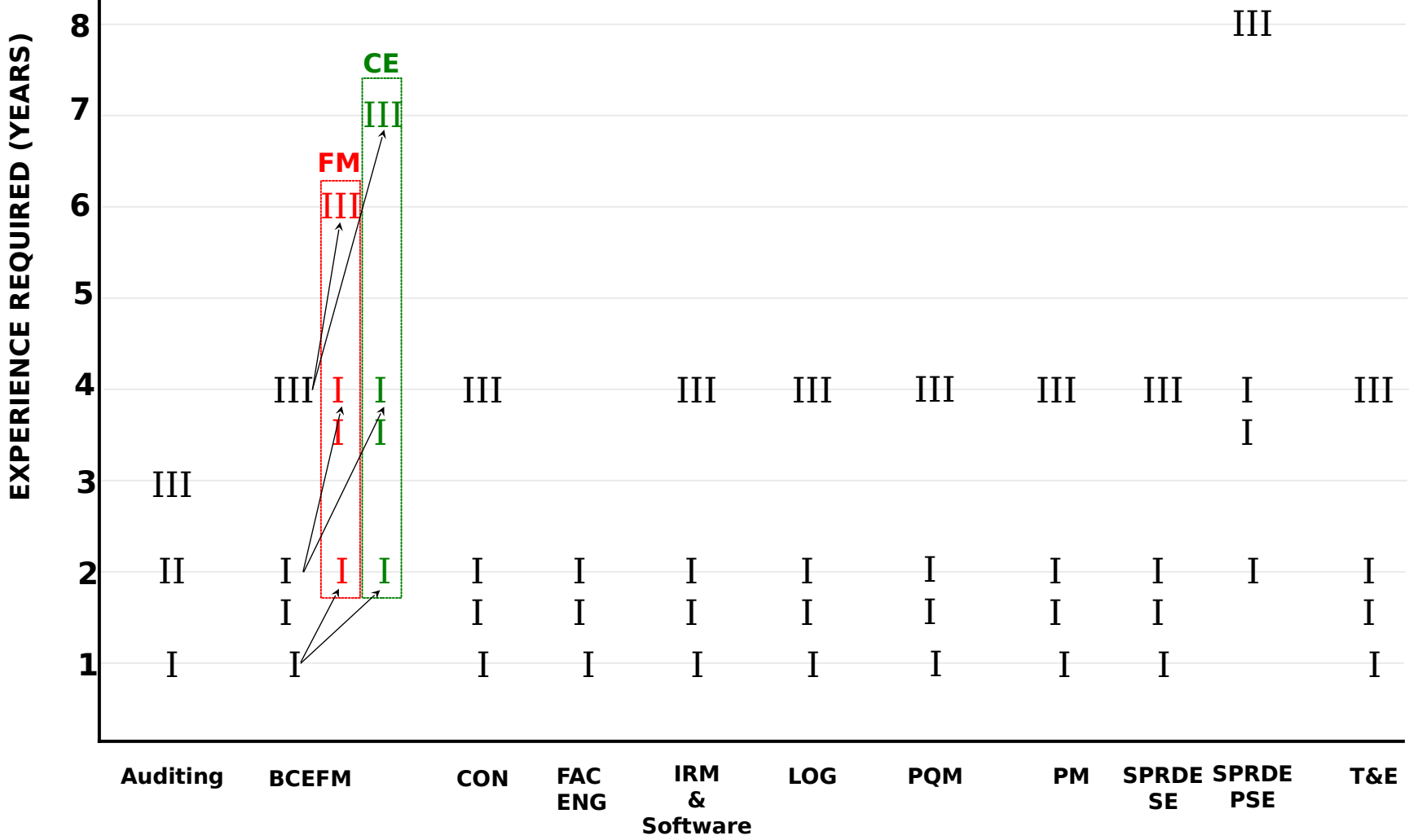
- Study the Implementing Guidance (dated April 1, 2009).

- Work with your supervisor to identify any additional training necessary for certification for your position.

- Establish an Individual Development Plan to cover the gaps within the allotted timeframe.

Questions?

Experience Requirements By Certification Level and Career Field1



"SPRDE/PSE (Program Systems Engineer)" established Oct 2007 as subset of SPRDE Systems Engineering field with greater experience levels. Targets PEO chief/lead engineer and program system engineers

1. Not all 13 DAWIA fields shown